



SECRETARY OF THE AIR FORCE
WASHINGTON

FEB - 4 2002

MEMORANDUM FOR AIR FORCE SCIENTIST AND ENGINEER WORKFORCE

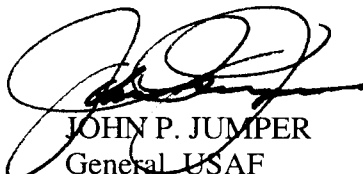
SUBJECT: Scientist and Engineer Summit II

We rely on a strong USAF S&E workforce to provide overwhelming technological dominance on the battlefield. Our ongoing efforts to counter world terrorism vividly show the importance of advanced technologies in successful air and space operations. Our ability to conceive, produce, deploy, and sustain these capabilities is directly linked to our S&E workforce.

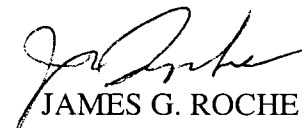
At the S&E Summit on 6 December 2001, we made significant headway toward ensuring the future viability of this highly skilled workforce. We identified the Principal Military Deputy in SAF/AQ as the S&E Functional Manager and tasked him to stand up a career field management staff to lead career development and sustainment activities for the entire S&E workforce. Participants also validated the accuracy of our current S&E authorizations and confirmed a significant and growing shortage of valuable Air Force S&Es required to fully support the functions and activities defined in the Air Force S&E CONOPS.

To fill the manning shortage, we directed support of the funded workforce accession and retention initiatives and we will continue to seek funding for several others. In addition, we directed our staffs to pursue legislative authority to initiate several other new programs designed to recruit, reward, and retain S&Es. All of these initiatives are described in the "S&E Recruitment and Retention Initiatives" briefing available for review at the S&E Functional Manager web site at <http://www.safaq.hq.af.mil/aqr/summit/summit2.html>. Other actions assigned at the Summit are attached.

We hear your concerns and are taking steps to show the S&E workforce is valued for its role in providing battlefield dominance. We encourage you to provide us feedback through your supervisors and the functional management team via the web site above. Our focal point for this activity is Lt Col Mark Hays, SAF/AQRE, (703) 588-7857 or DSN 425-7857.



JOHN P. JUMPER
General, USAF
Chief of Staff



JAMES G. ROCHE
Secretary of the Air Force

Attachment:
S&E Summit II Action Items

S&E Summit II Action Items

6 December 2001

ACTION	OPR	OCR(s)	SUSPENSE / Status
1. Review and revise, as appropriate, the Non-Rated Prioritization Plan for Air Force S&Es. Develop policies for the rationalization and prioritization of the use of limited S&E resources.	SAF/AQ	AF/DP, MAJCOMs	15 Mar 02
2. Develop the S&E To-Be Requirement through year 2020. Develop tools for projecting types of S&E future needs to help focus the recruitment process.	SAF/AQ	AF/XPM, MAJCOMs	6 Dec 02
3. Brief SECAF on how the USAF recruits civilians and recommend how we can improve civilian recruiting.	AF/DP	SAF/AQ	21 Dec 01. Completed, via AFPC Civilian Career Management Briefing, Mr. Henry Snider, AFPC/DPK
4. Draft an S&E Functional Management master plan for S&E management and career development (including command screening process and DAL). Develop military career paths that do not preclude and indeed embrace the abilities for assuming command position opportunities. Push initiatives for recruitment and retention as appropriate.	SAF/AQ	MAJCOMs	20 Feb 02
5. Draft plan to manage coordinated recruiting civilian/military S&E activities and initiatives. Develop marketing strategy aimed toward Active Duty, Civilian and Air Reserve Component.	AF/CCY	SAF/AQ	19 Feb 02
6. Review and prepare alternatives to expand opportunities for military and civilian advanced academic degrees. Work initiatives through Corporate Structure.	AF/DP	SAF/AQ	20 Mar 02
7. Prepare plan to institutionalize an S&E mentoring process.	SAF/AQ	MAJCOMS	20 Feb 02
8. Establish a process to report on each S&E initiative approved during S&E Summit II. Report progress quarterly to the S&E functional manager.	AF/DP		15 Mar 02
9. Develop and implement a process to target and track Air Force Officer Accession and Training Schools (AFOTAS) graduates for S&E critical skills.	SAF/AQ, Target and Track; AFOATS, Implement		15 Mar 02
10. Identify three authorizations to establish the S&E Functional Management Team in SAF/AQR.	HQ AFMC/EN		15 Mar 02